

Policy Plan

**of the European Society for Evolutionary Biology (ESEB)
for the period August 2015 until August 2017, and including prospective activities**

Goals of the society (as stated in the constitution)

Aim is: to promote the study of organic evolution.

The society seeks to achieve this by:

1. Publishing the *Journal of Evolutionary Biology and Evolution Letters*
2. Organizing congresses and scientific meetings
3. Rendering financial and other support to research in organic evolution
4. Supporting activities to foster a scientifically based understanding of organic evolution in teaching and research
5. Doing anything related to the above, directly or indirectly or incidental thereto, all in the broadest sense

Activities:

Publishing the *Journal of Evolutionary Biology* and *Evolution Letters*

The ESEB has its own website, <http://www.eseb.org/> with information on the society's activities, and other current matters relevant to the study of evolution.

ESEB sponsors evolutionary biology congresses. Every two years an **ESEB congress** is organized, which is sponsored with a maximum of 200,000 €. The following amounts are earmarked from the society's funds: 200,000 € for the ESEB 2017 Congress at Groningen and 200,000 € for the ESEB 2019 Congress.

Joint congresses with other evolutionary biology (related) societies

Approximately every 6 years a joint congress with other evolutionary biology (related) societies will be organized which ESEB will subsidize with up to 200,000 €. The next joint congress is foreseen as taking place in Montpellier in 2018 and will be sponsored with 200,000 € from the society's funds.

The ESEB supports the **annual meeting of European PhD students in Evolutionary Biology (EMPSEB)** with 15,000 € per year.

Conference Travel Award

ESEB will award travel stipends for up to 15,000 € annually. These awards support students and young scientists to attend the bi-annual ESEB conference, and participate in SSE meetings in years in which there is no ESEB congress. Eligibility for the travel awards is regulated by Council decisions, but in any case they must be ESEB members.

Equal Opportunities Initiative

ESEB established an equal opportunities initiative, which aims to ensure equal opportunities in all activities and facets of our society, and to increase awareness for the problem of underrepresented groups. The equal opportunities committee will produce

“best practice guidelines” for both ESEB as a society, the congress, and the journal. The committee will initiative actions to ensure equal opportunities and also monitor status and progress of underrepresented groups in our society and field. To accomplish these goals the committee will have a budget of 15,000 € per year.

Global Training Initiative

Aims of the Global Training Initiative are to promote evolutionary research and to support local evolutionary biology communities in developing regions. This will be accomplished by co-financing workshops in these regions with a maximum of 12,000 € per annum.

Godfrey Hewitt Mobility Award

ESEB will administer the Godfrey Hewitt Mobility Award scheme to support field work or study visits of junior scientists. The maximum individual award will be 2,000 € and the total awarded amount 10,000 € per annum.

An **Outreach Fund**, available globally to promote evolution-related activities, with a total annual budget of 20,000 €. The goal of this initiative is to promote knowledge about evolution to the general public. Applications for funding will be accepted for educational initiatives that promote evolution, translation of evolutionary material (books, films, and websites) intended for a general audience, public outreach seminars, public exhibitions, etc.

John Maynard Smith Prize

Every year the European Society for Evolutionary Biology distinguishes an outstanding young evolutionary biologist with the John Maynard Smith (JMS) Prize. The prize winner delivers the John Maynard Smith Lecture during an ESEB congress. The Society pays his/her registration fee, accommodation, and travel expenses (economy fare). The Prize consists of a financial award of 2,500 €, plus an invitation to write a review for the *Journal of Evolutionary Biology*. The total budget for the JMS prize is 10,000 € for 2 years.

Furthermore, the Prize includes the possibility of a Junior Fellowship of 3 months at the Institute of Advanced Study (Wissenschaftskolleg) in Berlin, Germany. Further Junior Fellows for the Wissenschaftskolleg may be selected from the other nominated candidates.

Stearns Graduate Students Prize

Every year the society will award a prize for the best paper by a graduate student published in the *Journal of Evolutionary Biology* in a calendar year. This is aimed at recognizing outstanding graduate research and the prize will be conferred at the nearest ESEB Congress. The award includes an invitation to attend the ESEB Congress (registration fees and travel included), and a cash prize of 250 €.

Financial affairs

The society's income consists of:

- a profit share from the publishers of the *Journal of Evolutionary Biology* and *Evolution Letters*.
- ESEB membership fees

The society's finances are managed by the steering committee and the executive vice president, as specified in the constitution.

Our aim is to approximately balance income and expenditure while maintaining sufficient funds to secure the long-term future of the society.